

Thurrock Health And Wellbeing Strategy

2022-2026

Levelling the Playing Field
in Thurrock



Created through the partnership of Thurrock Health and Wellbeing Board



Year 2 Report to Thurrock Health and Wellbeing Board

Domain 2 - Building Strong and Cohesive Communities

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Domain Aims and Ambitions

We are committed to creating a fair, accessible and inclusive borough where everyone has a voice and an equal opportunity to succeed and thrive, and where community led ambitions are supported and actively encouraged.

What we want to achieve

This domain focuses on reducing inequality for everyone, but we are also committed to ensuring that the most marginalised and seldom heard communities enjoy the same levels of opportunity, health and wellbeing as the most affluent

We want to use a Human Learning Systems approach within services and activities building on community strengths and increasing social value. We will build on the positives from COVID-19 such as community led support whilst seeking to mitigate the negative impacts of the COVID-19 pandemic and increased cost of living. In doing so, we will give people the opportunity to find their own solutions, make healthy choices and access support when needed.

How this Domain levels the playing field

This will Level the Playing Field by:

- Improving resident satisfaction when engaging with Thurrock Council
- A greater proportion of residents feel that decisions taken that affect them are worthwhile.
- A greater percentage of Thurrock residents voting in local elections.
- Reduced digital exclusion.
- Residents will have improved access to information and support.
- A greater percentage of volunteer placements filled within the council.
- Fewer adults 16+ reporting they feel lonely 'often or all of the time'.
- A greater number of events and activities in hubs/libraries that support well-being and strengthen community connections.

Domain Goals

- **2A. Improved engagement with our residents to ensure everyone can have their voice heard**
- **2B. Ensure people have the skills, confidence and ability to contribute as active citizens and are empowered to co-design the decisions that affect their lives.**
- **2C. Enhance equality and inclusiveness by promoting opportunities to bring different communities together to enhance shared experience and to embed a sense of belonging**

Goal 2A. Improved engagement with our residents to ensure everyone can have their voice heard.

What we want to achieve

Support the development of new approaches to engagement and co-design based on Primary Care Network areas. Supporting better use of resources to meet local priorities which are co-designed. Developing a single view on engagement outcomes, recognising a multitude of established and new engagement routes.

Some key challenges

- Traditional methods of engagement such as consultation and surveys are not always effective and communities often complain of consultation fatigue.
- Respondents to the consultation exercise on the strategy identified that digital exclusion is increasingly a barrier for some people. It was felt that alternative routes to access information were still required and that services could not be completely digitally accessed as this would exclude some individuals.
- Engagement often appeals more to settled communities and we need to ensure marginalised groups and those at risk of digital exclusion have opportunity to influence decisions that affect their lives.
- Low participation denies communities the opportunity to influence how plans are implemented meaning missed opportunities to meet local needs and to secure infrastructure funding.
- There is a correlation between someone feeling as if they cannot influence decisions, and how cohesive they feel their community is, a priority to improve in a growing borough.

Goal 2A. Improve engagement with our residents to ensure everyone can have their voice heard

How we will achieve this Goal

Implementing the Collaborative Communities Framework and Better Care Together Thurrock Strategy whilst exploring new opportunities to empower and involve all communities to participate as active citizens. Build on the community engagement already in place to help connect people around the issues they feel passionate about to make local improvements.

What will we do differently under this strategy?

Embed the Collaborative Communities Framework '**engagement**' ambition to enable residents to access information and be involved in decisions that affect their lives, using co-design and co-production to generate solutions by:

- Establishing service user-led Communities of Practice for each Primary Care Network (PCN) area to improve communication with local residents.
- Making best use of our community anchors i.e. community hubs and libraries to support place based engagement using a strengths-based approach to provide services and activities to reduce digital exclusion, increase access to information and put communities in touch with local people and groups for support or social interaction.
- Ensuring the Stronger Together directory is used widely across partners as the 'one-stop shop' for residents to seek information about support available to them – (now through Frontline, Feb '24).
- Tackle digital exclusion using the Customer Experience and Digital Strategy.
- Working with Community Health Champions, Community Forums, Hubs and the wider voluntary sector to connect residents in their local areas, and maintain the Stronger Together directory (now through Frontline Feb'24).

Goal 2A Improve engagement with our residents to ensure everyone can have their voice heard

Reporting against our commitments for year 1.

What we said we would do 2022/2023	Progress made
A Community of Practice has been piloted helping to develop community links in Stanford le Hope and encouraging the hosting of Barclays Bank in Corringham Library when the bank decided to close its town branch.	A pilot Community of Practice group met with representatives from the statutory and voluntary sector to explore ways of working. This highlighted some key priorities for the locality including access to banking. Barclays Bank started operating from Corringham Library two days a week.
Focused mapping of assets by PCN area to include on the Stronger Together directory.	Outreach through community builders supported the inclusion of community organisations onto the Stronger Together Directory. A leaflet and outreach into communities supported the promotion of this resource to residents, especially linked to helping people through the cost of living crises.
1,830 events in hubs and libraries between April - December '22 which bring people together and enable discussion to inform community led action.	The total figure for 2022/23 was 2836. 2,842 events in libraries and hubs have been held between April and December 2023 – a huge increase on the same period last year reflecting the return to social activities post Covid. The reopening of Purfleet Community Hub (with self serve library) and the official launch of the Aveley Community Hub including the library contributed to the opportunity for more events to be hosted within communities, often shaped by residents and responding to community aspirations including stay and play, art and crafts and environmental projects.
£100,000 investment into community grants to help recovery from Covid around agreed priorities.	Funding was allocated to proposals submitted through a grants programme administered by Thurrock CVS which resulted in different activities including physical fitness, cultural events, advice and information – all supporting building new networks post Covid.
Community Builders have supported new connections, supporting local outcomes such as community pantries and warm spaces.	A significant focus of the community builder programme in this year supported engagement around vaccination take up, healthy living and the Cost of Living crises. An event was held to convene different agencies and organization supporting with the range of support available locally which led to better promotion, an increase in warm hubs, and improved working across partners.

Goal 2A Improve engagement with our residents to ensure everyone can have their voice heard

Reporting against our commitments for year 2.

What we said we would do 2023/2024	Progress made
A Community of Practice has been piloted helping to develop community links.	Barclays Bank is operating from Corringham Library two days a week. A 'community hub' was explored with voluntary sector partners in Stanford le Hope, however limited capacity prevented this developing. An Integrated Locality Team approach for the Corringham and Stanford PCN area is building links with voluntary sector organisations and partners in the wider area.
Focused mapping of assets by PCN area to include on the Stronger Together directory.	A new resource – Frontline – is being encouraged. As well as operating as a database for health and social care provision, it also enables citizen led referrals as well as practitioner referrals which can be tracked to ensure a positive connection is made. Public sector services and voluntary sector provision can be added to Frontline by the services themselves. Any community led activity can also be promoted on Frontline.
Community events in libraries and hubs which bring people together to create cohesion and tackle isolation, enabling discussion to inform community led action.	2,842 events in libraries and hubs have been held between April and December 2023. Events can include information and engagement events held by partners in libraries, clubs meeting in an open space such as Board Games, Knit and Natter or Colour Me Calm, as well as Book Clubs and Rhyme Time for babies. In the past year, warm hubs have contributed to the increase in events with one being particularly successful, forming a strong social networking group that meets throughout the year and even secured funds to celebrate Christmas together. Participants have spoken of how the group has helped overcome loneliness, as well as helping those attending feel less anxious about issues they are facing by being able to talk to others. Other examples of events include children's sensory friendly storytime/craft sessions, peer-led Internet Clubs, computer support sessions for adults, and Library Friends groups.
Develop a single model of engagement and pilot Community Investment Reference Boards	Your Place, Your Voice agreed as the single model of engagement for Thurrock Council. Further development of networking at an Integrated Locality Team level to increase awareness and build relationships with voluntary, community and faith organisations. Development of a Corporate Stakeholder Database enables us to communicate about engagement exercises digitally with partners across the VCF sector. There have been 1.9k new registrations to Engagement HQ since 1 April 2023 and 3.2k engaged through digital surveys and consultation exercises.
Community Builders have supported new connections, supporting local outcomes such as community pantries and warm spaces.	The role of community builder ceased due to loss of funds. New Community Health Champions evolving from the Covid Vaccine Champion project were funded to support health promotion and signposting, supporting outreach into target communities with key messages and aiding the Covid recovery. A regular trusted face at grassroots level in the community has enabled better connections with hard to reach communities.

Goal 2A Improve engagement with our residents to ensure everyone can have their voice heard

Our commitments for year 3 in 2024/2025.

What we will do 2024/2025	Areas of focus:
Develop a single model of engagement which incorporates intelligence from the voluntary, community and faith sector as well as localities, building on engagement at place.	The emerging New Operating Model will further explore the development of Community Investment Boards to support locality decision making so that local priorities influence commissioning outcomes. Development of effective engagement mechanisms to ensure VCS influence is strengthened across Thurrock and at locality level.
Develop Frontline as a key resource and database to both promote health and social care services, and to enable referrals, supporting people access the support they need from across a range of providers.	Baseline December 2023 - 97 organisations supporting Thurrock residents, 11 of which were specific to Thurrock. Data from our Corporate Stakeholder Database has been shared which should enable more organisations to sign up.
Continue to develop and enable events which bring people together and enable discussion to inform community led action through Thurrock Libraries and Community Hubs	Baseline December 2023: 2842 Over the next year work will focus on bringing residents together around local priorities as the Integrated Locality Teams strengthen their focus with locality working. Events which bring people together across culture, education, wellbeing, engagement and skill development will continue to be explored in partnership with communities to create local programmes of activities for local residents to enjoy and benefit from.
Thurrock Community Fund to be relaunched by Thurrock CVS to raise funds in Thurrock for priorities in Thurrock.	A development worker has been recruited by Thurrock CVS to promote marketing and outreach to develop this model which will aim to raise local funds for local priorities to strengthen voluntary sector capacity in Thurrock.
Aim to develop the role of Community Health Champions	As part of the proposed agreement for 24/25 the Community Health Champions will be embedded within the Integrated Neighbourhood teams, this will allow the Community Health Champions to feed the view from residents about their own health into those providing services as well as highlighting service gaps and in turn feed back to residents any service developments.

Goal 2B. Ensure people have the skills, confidence and ability to contribute as active citizens and are empowered to co-design the decisions that affect their lives

What we want to achieve

We want to ensure people feel able and confident to take part as active citizens and influence the decisions that affect their lives from life choices through to the decisions taken by services. This means helping people have access to the information to make choices and feel able to contribute their voice through face to face or digital means. It also means encouraging community led action to support local improvements.

Some key challenges

- The estimated prevalence of poor health literacy in working age adults (aged 16-64) in Thurrock is 44% (national average is 41%). This is worse than most of our region.
- Digital exclusion is increasingly a source of inequality. Digital inclusion is multi-faceted, and increasingly necessary for everyday living. In 2020, an estimated 4% of UK households did not have internet access and in 2021 an estimated 11.7 million people (~20% of the population) did not have the digital skills needed for extensive internet use.
- We need to improve how we communicate the evidence base that informs policy and the ability of residents to influence by sharing their concerns and experience in ways which are easy to access and facilitate.
- Supporting community led action requires a strong and thriving third sector at a time when funding opportunities are decreasing locally and nationally.

Goal 2B. Ensure people have the skills, confidence and ability to contribute as active citizens and are empowered to co-design the decisions that affect their lives

How we will achieve this Goal

Driving community resilience so that people feel secure and invested in their community provides the best foundation from which to encourage participation. We will encourage people to engage around the things that are important to them. We will support skills and opportunities for communities to find their own solutions to build stronger communities.

What will we do differently under this strategy?

Embedding the Collaborative Communities Framework (CCF) ‘**empowerment**’ ambition to empower and enable communities to champion change, for example by:

- Implementing a health literacy project through our libraries in Chadwell and Tilbury to understand more about the health inequalities that impact residents in these areas and empower people to feel confident about accessing information and seeking support to address concerns.
- Tackling digital exclusion – for example through Association of South Essex Local Authorities (ASLEA) and Public Health working together to install Wi-Fi in all sheltered housing sites, and increasing skills and confidence.
- Working with Community Health Champions, Community Reference Boards and the Primary Care Networks (PCN) Communities of Practice to enable residents’ views to influence local decision making.
- Supporting access to resources to invest in community led action such as Thurrock Community Fund.

Goal 2B. Ensure people have the skills, confidence and ability to contribute as active citizens and are empowered to co-design the decisions that affect their lives

Reporting against our commitments for year 1.

What we said we would do 2022-2023	Progress made
A Digital and Health Literacy pilot is being developed in Tilbury and Chadwell PCN to help residents to access information and raise awareness around health inequalities.	Upskilling of staff and library & hub volunteers from Knowledge Librarians from Basildon and Thurrock Hospital to help demystify use of language in health and source reliable health information online. Purchase of Tablets to use in target locations to enable residents to search for information including health and support one another in a peer led Internet club
Connecting all 29 sheltered housing sites to the Thurrock Council Network with Wi-Fi capability that will support public access, the Thurrock Corporate Network connecting staff and enabling Thurrock Council to have Gov Roam capability which could enable NHS staff to work remotely.	Work began to connect 29 sheltered housing complexes with Network W-Fi connectivity to enable public access. The specific aims include to reduce isolation, increase access to information regarding health and well-being and increasing skills and confidence to use the equipment and Wi-Fi functionality.
We will pilot a new approach to developing capacity within a Community of Practice area in 2023.	Health Inequality Funding was secured through Mid South Essex NHS to explore community engagement though micro grants and participatory budgeting.
95% of council volunteer placements were filled between April – December 2022. The number of placements increased from placement's available increased from 181 in April to 196 in December 2022.	The end of year position March '23 for volunteer placements filled was 96% with 188 of the 195 available placements filled.
A learning programme to support the voluntary sector is being developed between CVS and TACC for delivery in 2023.	147 learners participated in 9 separate courses including health and safety, first aid, trustee roles and responsibilities and Meet the Funder. CVS informed the programme based on its experience supporting the VCS and promoted courses across the sector.

Goal 2B. Ensure people have the skills, confidence and ability to contribute as active citizens and are empowered to co-design the decisions that affect their lives

Reporting against our commitments for year 2.

2023-2024	Progress made
A Digital and Health Literacy pilot is being developed in Tilbury and Chadwell PCN to help residents to access information and raise awareness around health inequalities.	Internet clubs are being explored to enable peer-led self-help sessions around using the internet and finding information including health information such as booking appointments, accessing information about conditions, where to access advice etc. One club is established at Grays Central Library with clubs in development at Chadwell St Mary and Tilbury Libraries.
Connecting all 29 sheltered housing sites to the Thurrock Council Network with Wi-Fi capability that will support public access, the Thurrock Corporate Network connecting staff and enabling Thurrock Council to have Gov Roam capability which could enable NHS staff to work remotely.	Work completed with connectivity enabled at all 29 sheltered housing complexes September 2023. 75 tenants completed training with Thurrock Adult Education College on how to use the PCs via television screens. These are being used to involve tenants in meetings, reducing travel time and sharing information from different teams. A discussion on care services will be delivered by Thurrock Coalition March '24.
We will pilot a new approach to developing capacity within a Community of Practice area in 2023.	£29,997 was awarded to 36 community initiatives to tackle health inequalities as microgrants. Bids for more detailed proposals were invited from the Tilbury and Chadwell PCN area which resulted in a Participatory Budgeting event where residents voted for their priorities. £42,000 was allocated across 9 activities at an event January 2024. This included many health promotion stalls and activities. Funded activities sought to increase physical activity, bringing people together and positive mental health.
Measure the number of council volunteer placements were filled and the number of placements available as an indicator of community engagement.	203 volunteer placements were available at Dec '23 with 94% - or 190 – filled. Two volunteer celebration events were held in the year – Volunteers' Week in June '23 saw an event attended by the Deputy Mayor to thank all volunteers. In October '23 the Mayor awarded certificates to young people who supported Thurrock Library Reading Challenge over the summer.
A learning programme to support the voluntary sector is being developed between CVS and TACC for delivery in 2023.	114 participants attended 11 courses including volunteer management, being a dementia friendly organization and trustee training. A further 117 attended an online Funding Fair which consisted of a day of workshops supporting local organizations learn more about funding opportunities.

Goal 2B. Ensure people have the skills, confidence and ability to contribute as active citizens and are empowered to co-design the decisions that affect their lives

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Our commitments for year 3.

2024-2025	Areas of focus
A Digital and Health Literacy pilot development to help residents access information and raise awareness around health inequalities.	<p>Further development of peer-led self-help Internet Clubs to assist residents access accurate information and support, including to address health inequalities.</p> <p>Further expansion of the Reading Well bibliography resources with the launch of the new Dementia resource list in May 2024</p> <p>A proposal is being developed to invest UKSPF Digital Support funding into communities via the voluntary sector to help tackle digital exclusion 24/25.</p>
Connecting all 29 sheltered housing sites to the Thurrock Council Network with Wi-Fi capability that will support public access, the Thurrock Corporate Network connecting staff and enabling Thurrock Council to have Gov Roam capability which could enable NHS staff to work remotely.	<p>Now that the equipment is fully installed, further opportunities to increase use by tenants will be explored as well as the option for council and NHS staff to work remotely to support locality working.</p>
We aim to develop capacity within PCN areas by building stronger relationships with voluntary, community and faith sector partners to benefit local residents.	<p>The launch of Integrated Locality Teams will lead to opportunities to support networking and cross sector partnerships, supporting local residents at place, and creating a stronger understanding of local priorities informed by communities.</p>
We will continue to measure volunteer involvement in Council placements, and seek to develop new roles which reflect resident interest.	<p>Recent engagement has identified 150 residents willing to consider volunteering – current placements shared for consideration</p>
A learning programme to support the voluntary sector is being developed between CVS and TACC for delivery in 2023.	<p>A new programme is being designed and will include courses to include digital skills, food handling and hygiene and manual handling.</p>

Goal 2C. Enhance equality and inclusiveness by promoting opportunities to bring different communities together to enhance shared experience and to embed a sense of belonging

What we want to achieve

Ensure that services are accessible, free from prejudice and enable all to have equal opportunities to prosper and contribute to building a diverse and inclusive borough. Ensure that all citizens feel listened to and that they have a stake in their community where they can prosper. Ensure equalities are a 'real' consideration when forming policies. Support people to feel welcome and connected to where they live and to reduce loneliness.

Some key challenges

- The impact of COVID-19 on social isolation and loneliness, and the adverse impact it has had on groups already marginalised, was acknowledged by respondents to the consultation on the strategy.
- Diversity is increasing in Thurrock, with over one third of residents being from a non-White British ethnic background. The Census 2021 showed that 78 languages are spoken in Thurrock with English, Romanian, Polish, and Lithuanian being the most common, however 4,227 households have no one who spoke English as a main language.
- The fear and risk of crime continues to be a challenge for many community groups. The rates of recorded violent offences in Thurrock (35.5 per 1,000) is significantly above the England rate (29.5 per 1,000 population) - this has risen sharply since 2013.
- Around two thirds of people with long-term health conditions including blood pressure and mental ill health are undiagnosed and not receiving support. There are higher rates for these conditions for people living in less affluent areas, men, people with learning disability, young people and older adults, unpaid carers, certain minority ethnic groups and LGBTQ+ people.



Goal 2C Enhance equality and inclusiveness by promoting opportunities to bring different communities together to enhance shared experience and to embed a sense of belonging

How we will achieve this Goal

Establish an Improving Equality Outcomes Board to drive improvement across all policies, strategies and service transformation. Work with the Community Safety Partnership to tackle hate crime and prevent extremism. Embed a workforce development and learning programme to ensure staff have the skills and capacity to deliver on this agenda.

What will we do differently under this strategy?

We will embed the Collaborative Communities Framework (CCF) '**equality**' ambition for all to have equal opportunity to prosper in a connected community and contribute to a diverse and inclusive borough, for example by:

- Integrating health and equality impact assessment into a single Community Equality Impact Assessment model.
- Reviewing training and support for the preparation of Equality Impact Assessments.
- Strengthening community engagement opportunities for influencing Community Equality Impact Assessments.
- Improving the use of the data and intelligence we collect and hold concerning the diversity profile and experience of Thurrock residents using our services and use this to inform policy development to improve equality outcomes.
- Building on the legacy of TCCA and Our Road to encourage community led neighbourly help and support as seen during the lockdown, building connections across different communities
- Working with the Thurrock Community Safety Partnership to tackle hate crime and prevent extremism – we will work with communities to prevent hate incidents and crimes, encouraging reporting when incidents do happen.
- Preparing an annual calendar of events and activities to celebrate diversity with partners such as International Women's Day, Holocaust Memorial Day and Pride Month.

Goal 2C Enhance equality and inclusiveness by promoting opportunities to bring different communities together to enhance shared experience and to embed a sense of belonging

Reporting against our commitments for year 1.

What we said we would do 2022/2023	Progress made
Establishing an Improving Equality Outcomes Board to support a pan Council approach to tackling inequality.	A Board was established. Terms of reference were agreed alongside cross council representation and commitment to Council equality objectives refreshed.
Integration of Equality Impact Assessment and Health Impact to embed a sense of belonging with practical support.	In 22/23, the integration of health and wellbeing as an important factor for consideration as part of the Community Equality Impact Assessment process was adopted by council's senior leadership team. Training and guidance was updated to reflect council's commitments to addressing health inequalities with the Health and Wellbeing Strategy prominently featured along with the 5 strategy domains. Embedding CEIA across all strategy and policy was a commitment set out in the Improvement and Recovery Plan with additional capacity put in place with support from commissioners to achieve this priority.
Welcome events for Ukrainian refugees and support for all refugees event with Hubs and development support from Community Builders for example, supporting the development of Purfleet Community Hub.	Preparations were made to support refugees fleeing Ukraine to the UK to settle by promoting the Homes for Ukraine Scheme and hosting 5 welcome events to help arrivals know more about activities and services in Thurrock. Libraries and Community Hubs continued to develop activities for all including ESOL provision through Thurrock Adult Community College at Tilbury and Chadwell.
A calendar of events that promote cohesion with annual events (Remembering Srebrenica, Holocaust Memorial Day and Pride) as well as enabling community led activity	Events held to mark Remember Srebrenica, Volunteers Week, Windrush Day, Black History Month, Holocaust Memorial Day and International Women's Day. Small sparks funding enabled street parties to mark the Platinum Jubilee as well as bringing communities together around Christmas and seasonal events as we continue to rebuild from Covid. Memorial to commemorate the death of 39 Vietnamese unveiled with a commitment to prevent modern day slavery and human trafficking.
Mark Interfaith Week with representation from smaller faith groups operating in Thurrock to enable networking and connections for the future.	A successful Interfaith Week to engage diverse faiths with services and over 50 meetings between community groups, the Communities Portfolio Holder and officers at the Town Hall to hear about their work, aspirations and to help resolve barriers to working in Thurrock



Goal 2C Enhance equality and inclusiveness by promoting opportunities to bring different communities together to enhance shared experience and to embed a sense of belonging

Reporting against our commitments for year 2.

What we said we would do 2023/2024	Progress made
Establishing an Improving Equality Outcomes Board to support a pan Council approach to tackling inequality.	Quality Assurance subgroup established to improve practice around Community Equality Impact Assessments. Task and Finish Group formed to strengthen Hate Crime Reporting which led to the incident form capturing hate incidents and crimes as well as better support for managers supporting staff.
Integration of Equality Impact Assessment and Health Impact to embed a sense of belonging with practical support.	In 23/24, the Health in All Policies approach to place-making was adopted. CEIA was further updated to allow for screening for HIA with wider determinants of health now considered through the CEIA process. Training and guidance on this integrated approach to impact assessment has been developed and will be launched in February 2024 for all staff. Signposting to the Wales Health Impact Assessment Support Unit has been shared with officers
Development and strengthening of Community Hubs post Covid.	Partnerships across Community Hubs in Libraries grew in Libraries this year with new activities to respond to local need including the expansion of activities and opening hours at Purfleet, and introduction of a café at Aveley following its launch. Hubs and libraries support for warm hubs, pantries, community fridges and warm clothes rails continue to grow.
A calendar of events that promote cohesion with annual events (Remembering Srebrenica, Holocaust Memorial Day and Pride) as well as enabling community led activity e.g.	Events held to mark Remember Srebrenica, Volunteers Week, Windrush Day, Black History Month and Holocaust Memorial Day. Windrush 75 was marked with a plaque at Tilbury Town Railway Station. International Women's Day to be marked March '23.
Mark Interfaith Week and develop networks around faith organisations.	CVS convened a partnership of faith organisations to mark Inter Faith Week including a walk in Grays visiting five different places of faith around the town.



Goal 2C Enhance equality and inclusiveness by promoting opportunities to bring different communities together to enhance shared experience and to embed a sense of belonging

Our commitments for year 3.

What we will do 2024/2025	Areas of focus
Establishing an Improving Equality Outcomes Board to support a pan Council approach to tackling inequality.	A new e-learning module will be rolled out across teams. We will explore efficient ways in which the voluntary sector and communities can better influence community equality impact assessments. The development of a Corporate Plan will provide an opportunity for Thurrock to refresh its equality objectives.
Integration of Equality Impact Assessment and Health Impact to embed a sense of belonging with practical support.	In 24/25, the ambition is to develop a bank of case studies to demonstrate where CEIA and HIA have been successfully integrated with training and development.
Capacity building within communities including through libraries and hubs.	Plans for the next year including support for micro enterprises to further develop the personalized offer for health and wellbeing services. A Community Shop to improve access to affordable and healthy food is being developed in Purfleet with a number of partners including Purfleet on Thames Community Forum, the hub, Thurrock CVS and Peabody Trust. A 'Growing Together Therapeutic Community Centre and Garden' supported by Housing in South Ockendon between the Flowers Community Group and Trust Links will seek to improve mental health and wellbeing through contact with nature.
A calendar of events that promote cohesion with annual events (Remembering Srebrenica, Holocaust Memorial Day and Pride) as well as enabling community led activity	Work to consolidate a calendar of events for development with communities will be finalized. Opportunities to work with community led events will be explored to help build a programme across Thurrock. A specific focus will be the 80 th anniversary of D-day June 2024.